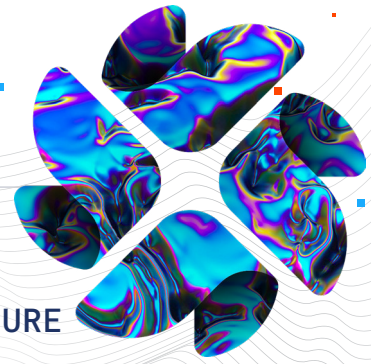


# egniter Profile



## CLAIRE DAVIS, PEOPLE & CULTURE

Sometimes you find a job, and sometimes a job finds you. Such was the case for Vice President of People and Culture Claire Davis. She uses the power of people analytics and data to move the needle in operational excellence and employee experience.

### HOW DID YOU FIRST HEAR ABOUT EGNITE AND WHAT MADE YOU WANT TO PURSUE A CAREER HERE?

I first learned about egnite from our CEO, Joel Portice, while I was still living in Nashville, TN. His excitement about egnite and the opportunity we had to create lasting impact in the digital health space was infectious and drew me to the company immediately.

### HOW HAS YOUR ROLE AT EGNITE EVOLVED OVER THE YEARS?

When I joined egnite in 2021 we were in the initial phases of building out our cultural identity. Over the last three years and with the power of people analytics, data, and the help of my teammates on our Executive Leadership Team, I have been able to build a People and Culture function and strong overall culture at egnite and had the opportunity to evolve into more strategic initiatives as my role has expanded.

### WHAT HAS BEEN YOUR FAVORITE PROJECT WHILE WORKING AT EGNITE?

My favorite project has been building our remote culture at egnite. We conduct frequent engagement surveys to make sure that we are consistently receiving feedback and evolving with the needs of our employees, and that data has allowed us to create opportunities for our culture to thrive. From implementing cultural initiatives like company-wide trivia, in-person events, quarterly Town Halls, and robust recognition programs, our team has consistently been in the 91st - 99th percentile for our industry in engagement.

### WHAT'S SOMETHING THAT HAS SURPRISED YOU ABOUT WORKING AT EGNITE?

How much impact can be made in the cardiovascular space. While my background was in healthcare IT, I did not know much about cardiovascular disease; learning more about the prevalence of the disease and how we can help improve patient outcomes with our solution has been inspiring.

## WHAT DO YOU THINK MAKES EGNITE'S CULTURE UNIQUE?

The people. We have an incredibly bright, innovative, and collaborative team who each use their unique skills and abilities to make egnite successful and a great place to work.

## WHAT EXCITES YOU MOST ABOUT THE FUTURE OF EGNITE?

We have the right team, solutions, and strategy to create transformational change in the cardiovascular space and I cannot wait to see how much we will accomplish over the next several years.

## HOW WOULD YOU DESCRIBE YOUR LEADERSHIP STYLE?

My leadership style is collaborative and people-first. I believe when team members feel personally and professionally fulfilled, they are better able to bring their best selves to work and deliver high quality work. Engagement and psychological safety are my primary focus, and these are paramount to building strong cultures and teams.

## IT'S WOMEN'S HISTORY MONTH IN SEVERAL COUNTRIES AND INTERNATIONAL WOMEN'S DAY IS ALSO CELEBRATED IN MARCH. DO YOU HAVE ANY ADVICE FOR THE NEXT GENERATION OF FEMALE LEADERS?

Do not be afraid to take risks in your career. The ability to create and innovate even if you fail will be invaluable as you build your brand in the marketplace. Sometimes the "safest" options are not the ones that will allow for the most growth and opportunity as your career evolves.

## WHAT DO YOU DO WHEN YOU'RE NOT WORKING?

When I am not working, I can be found out and about around Dallas or Nashville with friends, in nature, or in the kitchen hacking different recipes from my favorite restaurants.



**Interested in joining our team? We're hiring!**

**Check out available opportunities at [egnitehealth.com/careers/](https://egnitehealth.com/careers/)**

